

## TOOLKIT

### WALK IN THEIR SHOES

#### 1. Name of the Activity:

WALK IN THEIR SHOES

#### 2. Objectives:

"Walk in Their Shoes" is a role-play game designed to promote social inclusion and empathy by allowing participants to experience situations from different perspectives. Here are some objectives for the game:

- To encourage participants to understand the feelings, challenges, and experiences of others by immersing themselves in various roles and perspectives.
- To develop participants' cultural awareness and sensitivity by portraying characters from different backgrounds, helping them understand cultural nuances and values.
- To challenge participants' preconceptions and biases by engaging with characters and situations they might not be familiar with.
- To enable participants to effectively communicate and engage with characters from diverse backgrounds, helping them build better interpersonal skills.
- To challenge stereotypes and assumptions by immersing participants in experiences that go beyond surface-level perceptions.
- To train participants to step into the shoes of others, allowing them to consider alternative viewpoints and understand the motivations behind different actions.

#### 3. Target Group / Group Size:

Young adults aged 18-25 / 10-20 participants

#### 4. Duration: 2 hours

#### 5. Materials Needed: printed scenarios for each group (\*refer to key point 9), blank sheets of paper, markers, pens.

#### 6. Instructions (Step-by-Step Implementations):

- Introduction (10 minutes): Welcome participants and explain the objectives of the workshop.
- Icebreaker Activity (10 minutes): Have participants walk around the room and form groups of first: 2 people, then 3 people, then 6 people, making different figures with their bodies – bike, car, giraffe, house, etc. In every figure the people need to be different. The last group formed remains the same for the main activity.

### MAIN ACTIVITY:

1. Preparation (before the activity)
  - Create multiple scenarios or use the examples \*given in key point 9\* related to different challenges faced by marginalized individuals in the context of working conditions. Ensure diversity in the scenarios, such as disabilities, gender, ethnicity, etc.
  - Print out enough copies of each scenario so that each small group will receive a different scenario.
2. Group Formation (groups already formed during the Icebreaker)
  - Divide the participants into smaller groups (the icebreaker activity could be used for division) of 4-6 people each. If you have 20 participants, you can have 4 groups.
3. Scenario Assignment (10 minutes)
  - Assign a different scenario to each group. Make sure no two groups have the same scenario.
4. Role-Playing preparation (40 minutes)
  - Instruct each group to read their assigned scenario and assign roles within their group, as mentioned in the previous example.
  - Allow enough time for groups to prepare their role-plays.
5. Role-Play Sessions (around 30 minutes)
  - Organize multiple rounds of role-playing sessions simultaneously. Each group should perform their role-play for the other groups, rotating after a set time (e.g., 5-10 minutes per session depending on their duration).
6. Discussion and Reflection (10 minutes)
  - After all groups have had a chance to perform their role-plays, gather everyone for a group discussion.
  - Facilitate a reflection session where participants can share their insights, feelings, and observations based on the different scenarios they encountered.
7. Summarize Key Takeaways (10 minutes)
  - Summarize the key takeaways from each scenario, emphasizing the importance of empathy, understanding, and inclusivity in the workplace.

### **7. Suggestions or Tips for Facilitators:**

- Set ground rules that emphasize respect, open-mindedness, and active listening.
- Establish a non-judgmental atmosphere where participants feel comfortable expressing themselves.
- Familiarize yourself with the scenarios, characters, and objectives to effectively guide participants.

- Provide participants with background information on the characters and situations they'll be role-playing.
- Explain the rules of the game clearly, have the participants ask questions if they are confused about the role-play scenarios, and the objectives at the beginning.
- Address any questions or concerns participants might have to ensure everyone understands the game.
- Set time limits for each role-play scenario to keep the game moving and ensure all participants have a chance to engage.
- Observe interactions to ensure that conversations remain respectful and on-topic.
- Intervene if any participant becomes uncomfortable or if discussions become inappropriate.
- After each role-play scenario, facilitate a debriefing session where participants can share their experiences, emotions, and insights.
- Encourage open dialogue and ensure that all voices are heard.

#### 8. Debriefing and Evaluation:

1. How did you feel when you were assigned a specific role in the scenario?
2. Did the role-play experience help you gain insights into the challenges faced by individuals from different backgrounds?
3. What emotions did you experience while portraying your assigned character? Did it lead to any personal reflections?
4. How did you approach collaborating with your group members during the role-play? Did it enhance your understanding of teamwork and empathy?
5. Did the role-play activity prompt any discussions or thoughts about real-life situations you've witnessed or experienced?

#### 9. Annexes: Sample scenarios

Six sample scenarios connected with social inclusion in a work environment that you can use for the role-playing activity:

##### \*Scenario 1: "Accessibility Matters"\*

Role-Play Characters:

- Emily: A new employee who uses a wheelchair.
- Alex: Emily's coworker.
- Sarah: Team leader.
- Chris: Facilities manager.

Situation: Emily faces challenges in navigating the workplace due to lack of accessibility, such as ramps, elevators, and properly designed workspaces.

##### \*Scenario 2: "Language Barriers"\*

Role-Play Characters:

- Carlos: An immigrant employee who speaks limited English.
- Mia: Carlos's coworker.
- Rachel: Supervisor.

- David: Language instructor.

Situation: Carlos struggles to communicate and fully understand instructions and discussions because of his limited English proficiency.

**\*Scenario 3: "Gender Equality"\***

Role-Play Characters:

- Jordan: A transgender employee.
- Taylor: Jordan's supportive coworker.
- Kim: HR manager.
- Alex: Company CEO.

Situation: Jordan faces microaggressions and insensitivity from coworkers after coming out as transgender, leading to a discussion about inclusivity and respectful behavior.

**\*Scenario 4: "Age Diversity"\***

Role-Play Characters:

- Maya: An older employee.
- Liam: Maya's younger coworker.
- Jason: Project manager.
- Amanda: Trainer.

Situation: Maya feels out of touch with technology advancements, leading to misunderstandings and potential missed opportunities, prompting a conversation about valuing diverse perspectives.

**\*Scenario 5: "Invisible Disabilities"\***

Role-Play Characters:

- Aisha: An employee with an invisible disability (chronic pain).
- Samir: Aisha's coworker.
- Lisa: Team leader.
- Dr. Patel: Occupational health specialist.

Situation: Aisha struggles to explain her limitations due to chronic pain and faces skepticism from colleagues who can't see her disability.

**\*Scenario 6: "Cultural Sensitivity"\***

Role-Play Characters:

- Mei: An international employee.
- Javier: Mei's coworker.
- Emily: Cross-cultural communication specialist.
- Maria: Diversity and inclusion coordinator.

Situation: Mei's cultural norms and communication style differ from her coworkers', leading to misunderstandings and highlighting the importance of cultural sensitivity.

10. **Sources of Knowledge:** Salto <https://www.salto-youth.net/>